

**2001 Annual Report
Committee for Purchase From People Who Are Blind or Severely Disabled**

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Chairperson's Message

I am pleased to submit the Committee's Annual Report for fiscal year 2001 to Congress.

Fiscal Year 2001 is a special one for the Javits-Wagner-O'Day (JWOD) Program as it marks the 30th anniversary of the 1971 amendment to the Wagner-O'Day Act of 1938. This amendment, led by Senator Javits of New York, expanded the Program to include people with disabilities other than blindness and to allow the provision of services, as well as products, to the Federal Government. But the year will inevitably be remembered for the tragic events of September 11th and the heroic response of the American people. The JWOD Program was asked to renew its commitment to serving military and civilian customers, and Americans who are blind or have other severe disabilities nationwide are answering the call.

JWOD janitorial workers at the Pentagon, and at other Federal buildings and military installations, were back at work on September 12th. Nonprofit agencies producing critical military unique items such as food supplies for Navy submarine crews and cold-weather protective gear immediately went to work around the clock to meet the military's surge requirements. The JWOD Program's response to terrorist threats continued into FY 2002, particularly as October brought concerns about anthrax contamination in the mail. JWOD employees on mailroom contracts throughout the Washington, D.C. area are learning new procedures and precautions for handling Federal mail, and the participating nonprofits employing these individuals are taking proactive measures to ensure their employees' continued safety, as well as the safety of the Federal employees they serve.

Looking back at FY 2001, the JWOD Program focused on increasing employment opportunities for Americans who are blind or severely disabled and providing outstanding customer service in many new areas of products and services. This year, the JWOD Program provided employment to over 37,000 Americans who are blind or have other severe disabilities. But, although the Program continues to grow and expand its capabilities in the product and service arenas, there remain millions of Americans with severe disabilities who are still unable to find and maintain competitive employment in their communities. The JWOD Program strives to significantly increase the number of employment opportunities available under the Program and allow people with severe disabilities to lead lives of financial independence. With the support of its Federal customers, the Committee hopes to continue increasing JWOD's presence in the Federal marketplace in FY 2002 to further that goal.

Successful FY 2001 initiatives included the strengthening of the JWOD Liaison community, growth in JWOD environmentally preferable product and service offerings, and expansion of JWOD distribution channels. Specifically, JWOD Liaisons garnered the support of the new Administration by coordinating Memos of Support issued by the Secretaries of the Army, Interior, and Treasury. The Program also received the White House Closing the Circle award in recognition of its environmental efforts. Additionally, the Committee continued to increase distribution channels to provide Federal purchase cardholders with a variety of JWOD options. Valuable partnerships within both the public and the private sector allow the JWOD Program to better meet its Federal customers' needs while increasing the number of employment opportunities for Americans who are blind or have other severe disabilities. We are looking forward to even greater results from these activities and partnerships in FY 2002.

Kenneth J. Oscar, Ph.D.
Chairperson

Committee Responsibilities

In accordance with the legislative history of the Javits-Wagner-O'Day (JWOD) Act (41 U.S.C. 46-48c), the Committee's mission is to use the purchasing power of the Federal Government to provide employment opportunities for people who are blind or have other severe disabilities. The Committee's primary means of achieving this objective is to direct the Government to procure products and services provided by nonprofit agencies employing such persons nationwide. Among the major functions carried out by the Committee are:

- Determining which products and services are suitable for provision by nonprofit agencies employing people who are blind or have other severe disabilities, and providing information on such items to Federal personnel through various publications and other means.
- Determining fair market prices for these products and services and revising prices in accordance with changing market conditions.
- Assisting Federal agencies to expand procurement from nonprofit agencies participating in the JWOD Program and monitoring compliance of both with Committee regulations and procedures.

It is also the responsibility of the Committee to designate, establish fee ceilings for, and provide guidance to Central Nonprofit Agencies (CNAs) that help State-operated and private nonprofit agencies participate in the JWOD Program. The Committee has designated National Industries for the Blind (NIB) and NISH to provide such assistance.

NIB/NISH Responsibilities

NIB and NISH are independent, private organizations, not Federal entities. Each of the 602 State and private nonprofit agencies participating in the JWOD Program at the end of FY 2001 is associated with either NIB or NISH. Major functions carried out by NIB and NISH include:

- Allocating Government orders for JWOD items among nonprofit agencies.
- Assisting nonprofit agencies to develop new JWOD items for the Committee's consideration; calculate proposed JWOD prices; address production/service provision problems; and comply with Committee regulations.
- Evaluating nonprofit agencies' capabilities to provide specific products and services.

NIB and NISH are also responsible for obtaining item procurement histories from Federal contracting activities and other information required by the Committee.

JWOD Organizational Structure

President

Committee for Purchase From People Who Are Blind or Severely Disabled
Kenneth J. Oscar, Ph.D., Chairperson

Committee Staff

Leon A. Wilson, Jr., Executive Director, Arlington, VA

NIB

James D. Gibbons, President and CEO
Headquarters, Alexandria, VA
Technical Center, St. Louis, MO
Participating Agencies (76)

NISH

E. Robert Chamberlin, President and CEO
Headquarters, Vienna, VA
Regional Offices
Northwest, WA
West, CA
North/Central, IL
South/Central, TX
South, GA
East, VA
Participating Agencies (526)

Committee Members

Committee members are appointed by the President. Private citizens serve five-year terms and may be reappointed. Federal Government members serve for the period of time their agency designates them.

Kenneth J. Oscar, Ph.D., Chairperson
Deputy Assistant Secretary of the Army (Policy & Procurement)
Department of the Army
November 1995

LeRoy F. Saunders, Vice Chairperson
Private Citizen—Obstacles to Employment of Persons Who are Blind
March 1995

RADM Raymond A. Archer III
Vice Director, Defense Logistics Agency
Department of Defense
July 2000

Timothy A. Beyland
Associate Deputy Assistant Secretary (Contracting)
Department of the Air Force
July 1998

Deborah G. Groeber
Private Citizen—Nonprofit Agency Employees with Other Severe Disabilities
January 1996

Ira L. Hobbs
Deputy Chief Information Officer
Department of Agriculture
October 1995

Gary Krump
Deputy Assistant Secretary for Acquisition and Materiel Management
Department of Veterans Affairs
April 1994

Steven B. Schwalb
Chief Operating Officer, UNICOR Corporate Management
Federal Prison Industries
Department of Justice
November 1994

Evelyne Jobe Villines
Private Citizen—Obstacles to Employment of Persons with Other Severe Disabilities
April 1994

Donald H. Wedewer
Private Citizen—Nonprofit Agency Employees Who are Blind
April 1994

Vacancies:
Department of Commerce
Department of Education
Department of Labor
Department of the Navy
General Services Administration

Committee Meetings

During FY 2001, the Committee held 10 formal meetings on the following dates:

October 16, 2000
November 9, 2000
December 14, 2000
January 11, 2001
February 8, 2001
March 8, 2001
April 23, 2001
June 14, 2001
July 12, 2001
August 9, 2001

JWOD Initiatives

JWOD Environmental Initiatives

FY 2001 was a banner year for JWOD environmental initiatives as the Committee, National Industries for the Blind (NIB) and NISH collaborated with JWOD-associated nonprofit agencies and Federal customers to offer a broader range of products and services that help Federal agencies meet environmental requirements and goals.

Committee staff participated in a number of conferences and forums to explore employment opportunities for individuals who are blind or severely disabled through Federal environmental initiatives. Members of the Committee staff attended the first National Electronics Stewardship workshop held at the National Conservation Training Center in Shepardstown, WV; presented at the Department of the Interior (DOI) Conference on the Environment; and participated in the Environmental Protection Agency's (EPA) Region 9 Affirmative Procurement Training. Both DOI and EPA are partners in a Memorandum of Agreement signed with the Committee in 2000.

Numerous opportunities were also made available to the JWOD team to educate Federal customers about the Program's ability to meet their green needs. JWOD staff participated in such events as the DOI/EPA Earth Day celebration in April in Washington, D.C., the DOI Bureau of Land Management and Department of Energy environmental conferences, and the Department of Labor Recycled Products Fair. These events allowed Federal customers to see firsthand a sampling of the environmental products JWOD-associated nonprofit agencies produce and to learn more about environmental services, such as green custodial/janitorial and recycling services available under the JWOD Program.

The highlight of the year, however, came in June, when the JWOD Program was presented with the coveted White House Closing the Circle award in recognition of the Program's accomplishments in helping the Federal Government create clean, safe, nontoxic environments for its employees, contractors, vendors and visitors.

JWOD Liaison Initiatives

JWOD Liaisons, Federal employees designated by their agency's Procurement Executive or other senior official to promote the JWOD Program agency-wide, provide a crucial backbone of support for the Program and play a key role in generating JWOD employment opportunities nationwide.

As of FY 2001, 14 Departments and 17 Agencies have designated a Liaison to participate with the JWOD Program. Many of these 31 individuals have been responsible for promoting the JWOD Program throughout the Federal Government by coordinating Memos of Support for the Program to be signed by their Secretary, Procurement Executive or Acquisition Director; providing articles for their agency newsletters, magazines, and training guides; securing invitations for JWOD staff to speak, exhibit and present at Agency conferences, forums, and training sessions; and identifying new product and service opportunities to JWOD staff.

JWOD Distribution

Assuring convenient distribution channels for Federal customers remained an area of emphasis for the JWOD Program in FY 2001. Efforts continued to streamline the process of qualifying and authorizing new distributors, and to evolve the JWOD manufacturing agencies' practices to mirror industry standards. While many firms expressed interest in becoming JWOD distributors during the past year, growth in the number of firms authorized was cautious, as the resources needed to manage the commercial distribution channel are limited. Nine commercial businesses were approved, bringing the total number of authorized commercial distributors to 36.

These additions, together with the electronic commerce venues of GSA *Advantage!*, DOD EMALL, Navy OneTouch and JWOD.com, and on-site locations such as JWOD-operated Base Supply Centers and Supply Stores, provide Federal customers with the flexibility they need to get the JWOD products they want. Federal customers are educated about their purchasing options through JWOD staff presentations and exhibits at numerous Government conferences, expos and credit card training events nationwide.

In FY 2001, Federal customers were able to identify all authorized JWOD distributors by consulting the Committee's web site, www.jwod.gov. Potential distributors were also able to download the JWOD criteria and application from the same location. This online information provides a dynamic resource to customers and distributors alike, 24 hours a day, and streamlines the work processes of the JWOD staff.

JWOD Impact by State

	JWOD Workers	JWOD Direct Labor Hours	JWOD Wages
Alabama	447	652,140	\$4,462,953
Alaska	132	123,555	\$1,330,100
Arkansas	185	210,981	\$1,401,353
Arizona	639	390,569	\$2,940,247
California	2,233	2,293,175	\$19,578,883
Colorado	715	447,756	\$3,410,309
Connecticut	544	283,275	\$1,306,437
Delaware	27	9,351	\$73,843
District of Columbia	637	503,792	\$5,165,632
Florida	1,829	1,701,496	\$12,350,895
Georgia	905	895,870	\$6,933,045
Guam	16	15,028	\$106,320
Hawaii	358	271,648	\$2,130,751
Idaho	817	481,293	\$4,365,739
Illinois	1,025	942,985	\$9,242,977
Indiana	345	356,421	\$1,487,824
Iowa	106	58,562	\$478,679
Kansas	194	218,608	\$1,456,618
Kentucky	598	491,064	\$3,354,890
Louisiana	715	552,698	\$3,972,889
Maine	249	283,658	\$2,038,807
Maryland	2,310	2,121,545	\$17,320,102
Massachusetts	434	270,426	\$2,313,291
Michigan	1,184	778,916	\$6,171,667
Minnesota	589	582,687	\$4,276,986
Mississippi	597	467,906	\$3,539,631
Missouri	626	336,506	\$2,129,361
Montana	299	106,294	\$356,847
Nebraska	133	167,557	\$1,020,081
Nevada	117	150,304	\$1,349,814
New Hampshire	26	18,713	\$190,634
New Jersey	311	235,723	\$2,147,125
New Mexico	377	410,481	\$3,329,401
New York	2,164	1,476,531	\$16,693,103
North Carolina	1,440	1,443,621	\$9,957,674
North Dakota	311	186,384	\$1,175,308
Ohio	871	677,646	\$5,698,817
Oklahoma	518	344,050	\$2,686,688
Oregon	325	250,636	\$2,365,656
Pennsylvania	1,311	832,318	\$4,337,602
Rhode Island	263	193,014	\$2,128,119
South Carolina	1,082	555,336	\$4,002,958

South Dakota	250	258,773	1,662,088
Tennessee	433	375,506	\$2,630,315
Texas	3,518	3,360,103	\$24,091,770
Utah	190	218,958	\$1,932,904
Vermont	7	9,778	\$96,726
Virginia	2,585	2,429,333	\$20,438,951
Washington	1,032	757,079	\$6,999,549
West Virginia	296	336,700	\$2,760,956
Wisconsin	735	501,928	\$2,627,274
Wyoming	52	52,838	\$497,206
TOTAL	37,102	31,091,515	\$244,517,797

JWOD Employment

Direct Labor Hours

During FY 2001, direct labor hours worked on JWOD projects by people who are blind or have other severe disabilities increased once again, reaching a record **31,091,515**. This represents an increase of **1,141,655** hours, 4 percent over total FY 2000 hours.

1992	18,154,749
1993	19,277,577
1994	21,120,303
1995	23,084,859
1996	24,755,315
1997	25,987,635
1998	26,409,057
1999	28,340,444
2000	29,949,860
2001	31,091,515

JWOD Employees Who Are Blind or Have Other Severe Disabilities

During FY 2001, **37,102** individuals who are blind or have other severe disabilities worked on JWOD contracts. This represents an increase of 794 individuals or 2 percent over the total number employed through the JWOD Program in FY 2000.

1992	23,524
1993	24,919
1994	26,690
1995	29,752
1996	31,151
1997	31,819
1998	33,564
1999	33,798
2000	36,308
2001	37,102

JWOD Wages

Direct Labor Wages

Among the most impressive aspects of the JWOD Program is the amount of income it generates for people who are blind or have other severe disabilities. During FY 2001, such individuals employed in direct labor on JWOD contracts received **\$244,517,797** million in wages, an increase of approximately 8 percent over FY 2000.

1992	\$94,925,671
1993	\$108,589,021
1994	\$124,757,870
1995	\$141,149,182
1996	\$157,085,568
1997	\$172,642,391
1998	\$179,914,943
1999	\$201,110,316
2000	\$226,428,366
2001	\$244,517,797

Direct Labor Hourly Wage

The average hourly wage paid to JWOD direct labor employees again increased. For FY 2001, the average was **\$7.86**, surpassing FY 2000's record by \$.30, an increase of 4 percent. The FY 2001 average wage exceeds the Federal minimum wage of \$5.15 an hour by nearly 53 percent.

	Min Wage	JWOD Wage
1992	\$4.25	\$5.23
1993	\$4.25	\$5.63
1994	\$4.25	\$5.91
1995	\$4.25	\$6.11
1996	\$4.75	\$6.35
1997	\$5.15	\$6.64
1998	\$5.15	\$6.81
1999	\$5.15	\$7.10
2000	\$5.15	\$7.56
2001	\$5.15	\$7.86

JWOD Sales

Sales by Year

JWOD product and services sales in FY 2001 surpassed the previous year's figures, reaching **\$1.19 billion**, an 8 percent increase over FY 2000. JWOD product sales totaled \$529.1 million, a 4 percent increase over FY 2000, and JWOD service sales totaled \$662.3 million, an 11 percent increase.

	SERVICES	PRODUCTS	TOTAL
1992	\$184,100,000.00	\$291,500,000.00	\$475,600,000.00
1993	\$229,100,000.00	\$281,900,000.00	\$511,000,000.00
1994	\$273,900,000.00	\$291,100,000.00	\$565,000,000.00
1995	\$318,345,049.00	\$360,266,480.00	\$678,611,529.00
1996	\$380,781,646.00	\$360,047,863.00	\$740,829,509.00
1997	\$431,430,006.00	\$361,752,682.00	\$793,182,688.00
1998	\$452,752,498.00	\$383,385,636.00	\$836,138,134.00
1999	\$532,904,544.00	\$419,200,289.00	\$952,104,833.00
2000	\$595,374,069.00	\$510,129,252.00	\$1,105,503,321.00
2001	\$662,273,048.00	\$529,108,090.00	\$1,191,381,138.00

Sales by Purchaser

For the second year in a row, the Defense Logistics Agency is the JWOD Program's largest contracting activity with JWOD purchases amounting to \$248.6 million, a 25 percent increase over FY 2000's \$198.3 million. Department of Defense purchases (DLA, Air Force, DeCA, Navy and Army) also continue to account for more than half of the JWOD Program's total sales. The General Services Administration is the JWOD Program's second largest customer, with FY 2001 purchases totaling \$227.8 million. Also of note in FY 2001, JWOD purchases by the Department of Agriculture have once again increased by 100 percent—from \$17.5 million in FY 2000 to the current \$35 million.

Defense Logistics Agency	\$248.6
Other	\$124.9
Air Force	\$119.7
GSA-FSS	\$118.6
GSA-PBS	\$109.2
Navy	\$95.7
Army	\$75.5
DeCA	\$74.2
USPS	\$64.5
VA	\$51.5
USDA	\$35.0
Commercial Vendors	\$31.2
Treasury	\$21.5
Military Resale	\$21.1

Committee Award Recipients

The E. R. Dick Alley Award, created in 1998 to honor the Committee's longtime Deputy Executive Director, Dick Alley, recognizes an individual for extraordinary achievement and consistent effort in utilizing the Federal procurement system to generate employment opportunities for people who are blind or who have other severe disabilities under the Javits-Wagner-O'Day Program.

2001 E. R. Dick Alley Career Achievement Award Recipient

Donna Hutchens

Procurement Services Team Leader
Northwest/Arctic Region
Public Buildings Service
General Services Administration

Under the direction of Ms. Hutchens the GSA/PBS Northwest/Arctic Region currently partners with JWOD on 38 janitorial service contracts and 3 administrative support contracts, including the operation of the Regional Emergency Control Center, a project led by Ms. Hutchens in 1999. Remarkably, over 90% of this region's custodial dollars are dedicated to JWOD projects. These 41 contracts, with a dollar value of approximately \$9.7 million, have created 569,114 work hours for nearly 275 Americans with severe disabilities.

Consistently supporting the JWOD Program both inside and outside of her region for over twenty years, Ms. Hutchens also participated in the creation of a market-driven estimating process for custodial-based contracts. By supplying information on the social costs of contracting with JWOD, the Northwest/Arctic Region helped GSA establish an appropriate adjustment to the LMI Performance Measures Industry standard for buildings cleaned by JWOD-associated nonprofits—thus allowing JWOD to compete.

The Committee, which presented Ms. Hutchens with a JWOD Outstanding Contributions Award in 2000, is proud to recognize her once again with its highest honor—the E. R. Dick Alley Career Achievement Award.

Most Valuable Liaison Award

Cynthia Maltby

Program Manager
Office of Acquisition/Property Management
Department of the Interior

Since 1995, Ms. Cynthia Maltby has diligently worked with Committee/NIB/NISH staff to identify and create new opportunities for the JWOD Program throughout the Department of the Interior (DOI). She continues to keep JWOD staff informed about education and training opportunities and invites them to participate in DOI exhibits and conferences in both the D.C. area and across the country. Ms. Maltby has also been instrumental in educating DOI staff—

from purchase card holders and acquisition professionals to the Secretary—on the benefits of supporting JWOD by creating DOI/JWOD training materials, assisting in the release of Memos of Support from the Secretary’s office, and establishing an agency-wide award for JWOD support.

Outstanding Contributions Awards

Norman LeBreton

Chief, Customer Products Division
Defense Logistics Information Service

Mr. LeBreton’s leadership was critical to the addition of the Battle Creek Customer Support Center (BCCSC) – a significant call center operation – to the Procurement List. This operation provides jobs to 20 people with severe disabilities from Peckham Vocational Industries. Call center work is a growth area for the JWOD Program and the Battle Creek contract is a fine example of JWOD capabilities to the rest of the Government. In fact, it received the Hammer Award in August of 2000. Since turning the contract over to the JWOD Program, the abandoned call rate fell from over 50 percent to 2 percent and the time a customer had to wait to talk to a call center representative fell from over 7 minutes to just 15 seconds.

Gerald Zaffos

Procurement Analyst
Public Buildings Service
General Services Administration

Mr. Zaffos has supported the JWOD Program for a number of years, bringing both expertise and a willingness to help the JWOD community improve its processes. As a result of Mr. Zaffos’ continual assistance, the JWOD Program and GSA’s Public Buildings Service (PBS) have been able to resolve many contracting impasses in locations across the country. Mr. Zaffos has made great efforts to achieve contract pricing that is fair to both JWOD-participating nonprofit agencies and PBS regions and has helped provide hundreds of jobs for people who are blind or have other severe disabilities.

NIB Award Recipients

Milton J. Samuelson Career Achievement Award

The Milton J. Samuelson Career Achievement Award is presented to an individual working in an indirect labor position for an NIB-associated agency for leadership in the blindness field.

Kimberly Utley

Ms. Utley took a position with Blind Industries and Services of Maryland (BISM) as a Retail Associate in the JWOD-operated Base Supply Center (BSC) at Dover Air Force Base, DE, in 1998. Today, Ms. Utley is the store's Assistant Manager. Outstanding interpersonal and leadership skills, as well as a desire to undertake greater responsibilities, has allowed Ms. Utley to advance her position. Her knowledge of the JWOD Program and its products, together with a perceptive understanding of the wants and needs of her customers, has made Ms. Utley a very effective salesperson on behalf of the JWOD Program.

Peter J. Salmon Direct Labor Employee Award

Since 1968, the Peter J. Salmon Direct Labor Employee of the Year Award has been given each year in his honor to an employee who demonstrates outstanding work ethic and achievement.

Wayne Sibson

Mr. Wayne Sibson has been with Travis Association of the Blind (TAB) in Austin, TX, since 1993, where he works on a number of JWOD products, including sewing work on four different machines to make a Suspension Lining for a Parachutist helmet. Along with his work on the production floor, Mr. Sibson is active in other parts of TAB's organization—he has served as chairman of the Safety Committee, taught Braille to visually impaired individuals and is currently the chairman of the Special Events Committee. Mr. Sibson derives a great sense of satisfaction from helping others—both at TAB and in the community. NIB is proud to name Mr. Wayne Sibson as the recipient of the 2001 Peter J. Salmon Direct Labor Employee Award.

NISH Award Recipients

Evelyne Villines Award

This award is presented each year to an individual with a disability who exhibits exceptional character and outstanding achievement and has successfully graduated to other employment following work in the Javits-Wagner-O'Day Program.

Marian Junie Smith

Ms. Junie Smith got her start at the General Services Administration (GSA) with the support and encouragement of J.P. Industries in Tucson, AZ. Because of her spirit, attitude, and most importantly, the quantity and quality of her work, she is now a full-time employee with GSA. In recognition of her achievements, NISH is pleased to present the 2000 Evelyne Villines Award to Junie Smith.

William M. Usdane Award

This award is presented each year to an individual with severe disabilities who has exhibited outstanding achievement and exceptional character in both his or her personal life and as an employee in the Javits-Wagner-O'Day Program.

Warren Togo

Mr. Warren Togo is a shy man with a great big smile—and legions of friends at Camp H.M. Smith, the headquarters of the U.S. Pacific Command. For over 20 years, with the encouragement and support of his family and the staff at Opportunities for the Retarded (ORI)/Helemano Plantation in Wahiawa, HI, Mr. Togo has achieved more than anyone thought he could. In recognition of all that Mr. Togo has achieved, NISH is proud to present him with the 2000 William M. Usdane Award.

2001 JWOD Nonprofit Agency Listing

ALABAMA—9

Anniston

Opportunity Center Easter Seal Rehabilitation Facility

Birmingham

Alabama Goodwill Industries, Inc.

Gadsden

Darden Rehabilitation Foundation

Huntsville

Huntsville Rehabilitation Foundation

The ARC of Madison County, Inc.

Mobile

GWI Services, Inc.

Montgomery

Goodwill Industries of Central Alabama, Inc.

Muscle Shoals

Northwest Alabama Easter Seal Children's Clinic-Rehab Center

Talladega

Alabama Industries for the Blind

ALASKA—4

Anchorage

Assets, Inc.

MQC Enterprises, Inc.

Fairbanks

Fairbanks Resource Agency

Juneau

REACH, Inc.

ARIZONA—12

Bisbee

Cochise County Association for the Handicapped

Nogales

Santa Cruz Training Programs, Inc.

Phoenix

AFH Enterprises, Inc.

Arizona Industries for the Blind

Goodwill Community Services, Inc.

Tempe

The Centers for Habilitation/TCH

Tucson

Arizona Training Program at Tucson

Catholic Community Services of Southern Arizona

J.P. Industries, Inc.

Tetra Corporation

Tucson Association for the Blind & Visually Impaired

Yuma

Yuma WORC Center, Inc.

ARKANSAS—7**Fayetteville**

Abilities Unlimited of Northwest Arkansas

Fort Smith

Abilities Unlimited of Ft. Smith, Inc.

Bost Human Dev Svcs, Inc--Ft. Smith Skill Training Center

Jacksonville

Pathfinder Schools, Inc.

Little Rock

Arkansas Lighthouse for the Blind

Pine Bluff

Jenkins Memorial Children's Center and Jenkins Industries

Texarkana

Texarkana Sheltered Workshop, Inc.

CALIFORNIA—42

Bakersfield

The Bakersfield Association for Retarded Citizens, Inc.

Baldwin Park

Work Orientation and Rehabilitation Company, Inc.

Chico

Work Training Center for the Handicapped

Concord

Phoenix Programs, Incorporated

El Centro

Association for Retarded Citizens--Imperial Valley
Imperial County Work Training Center, Inc.

Fontana

The Fontana Rehabilitation Workshop

Hanford

Kings Rehabilitation Center, Inc.

Lancaster

Desert Haven Enterprises, Inc.

Lompoc

Life Options, Vocational and Resource Center

Los Angeles

Asian Rehabilitation Services, Inc.
Exceptional Children's Foundation
Goodwill Industries of Southern California

Mountain View

VTF Services

Napa

Napa Valley PSI, Inc.

Oakland

Calidad Industries, Inc.

Pasadena

Foothill Workshop for the Handicapped, Inc.

Perris

Valley Resource Center for the Retarded, Inc.

Red Bluff

Tehama County Opportunity Center, Inc.

Redding

Shasta County Opportunity Center

Richmond

Pacific Coast Community Services
Rubicon Programs, Inc.

Ridgecrest

Desert Areas Resources and Training

Rohnert Park

North Bay Rehabilitation Services, Inc.

Roseville

Pride Industries

Sacramento

Crossroads Building Services, Inc.
Easter Seal Society of Superior California

San Diego

Association for Retarded Citizens of San Diego
Job Options, Incorporated

San Francisco

Recreation Center for the Handicapped, Inc.
Rose Resnick Lighthouse for the Blind and Visually Impaired
Toolworks, Inc.

Santa Ana

Landmark Services, Inc.

Santa Clara

Hope Rehabilitation Services
Project Hired

Santa Maria

The Arc of Santa Maria Valley

South El Monte

Lincoln Training Center and Rehabilitation Workshop

Stockton

Valley Service Connection, Inc.

Suisun City

V-Bar Enterprises, Inc.

Torrance

Social Vocational Services, Inc.

Ventura

Association for Retarded Citizens--Ventura County, Inc.

Woodland

Yolo Employment Services

COLORADO—6**Colorado Springs**

Goodwill Industrial Services Corporation

Denver

Bayaud Industries, Inc.

Platte River Industries, Inc.

Fort Collins

Foothills Gateway, Inc.

Pueblo

Pueblo Diversified Industries, Inc.

Westminster

North Metro Community Services for Developmentally Disabled

CONNECTICUT—6**Enfield**

Greater Enfield Allied Rehabilitation Centers, Inc.

New Britain

CW Resources, Inc.

Uncasville

Easter Seal Rehabilitation Center of Southeastern Connecticut

Waterbury

Easter Seal Rehabilitation Center of Greater Waterbury

Windsor

BESB Industries

Easter Seals Greater Hartford Rehabilitation Center, Inc.

DELAWARE—3**Milford**

Kent-Sussex Industries, Inc.

New Castle

Delaware Industries for the Blind

Wilmington

Opportunity Center, Incorporated

DISTRICT OF COLUMBIA—5

Anchor Mental Health Association

Columbia Lighthouse for the Blind

Davis Memorial Goodwill Industries

District of Columbia Arc, Incorporated

Lt. Joseph P. Kennedy Institute

FLORIDA—19**Daytona Beach**

ACT CORP.

Work Oriented Rehabilitation Center

Fort Lauderdale

Goodwill Industries of Broward County, Inc.

Gainesville

Association for Retarded Citizens Alachua County, Inc.

Green Cove Springs

CCAR Services, Inc.

Jacksonville

GINFL Services, Inc.

Lake City

CARC-Advocates for Citizens with Disabilities, Inc.

Miami

Goodwill Industries of South Florida, Inc.

The Easter Seal Society of Dade County, Inc.

Orlando

Goodwill Industries of Central Florida

Pensacola

Lakeview Center, Inc.

Rockledge

ARC-Brevard, Inc.

Brevard Achievement Center, Inc.

St. Petersburg

The Pinellas Association for Retarded Children

JobWorks, Inc.

Tampa

MacDonald Training Center, Inc.

Tampa Lighthouse for the Blind

West Palm Beach

Gulfstream Goodwill Industries, Inc.

Lighthouse for the Blind of the Palm Beaches, Inc.

GEORGIA—20**Albany**

Goodwill Industries of South Georgia

Americus

Middle Flint Behavioral HealthCare-Sumter County MR Center

Atlanta

Bobby Dodd Industries, Inc.

Goodwill Industries of Atlanta

Augusta

Easter Seals East Georgia, Inc.

Bainbridge

Georgia Industries for the Blind

Columbus

Power Works Industries, Inc.

Dublin

Middle Georgia Diversified Industries, Inc.

Jonesboro

WORKTEC

LaGrange

New Ventures, Inc.

Macon

Good Vocations, Inc.

Marietta

Nobis Enterprises

Montezuma

Macon County Mental Retardation Services Center

Rome

Sheltered Work Services of Rome Incorporated

Savannah

Goodwill Industries of the Coastal Empire, Inc.

Smyrna

Blind and Low Vision Services of North GA

Thomasville

Thomas-Grady Mental Retardation Service Center

Warner Robins

Epilepsy Association of Georgia

Houston County Association for Exceptional Citizens, Inc.

NAMI-Central Georgia, Inc.

GUAM—1**Tamuning**

Able Industries of the Pacific

HAWAII—7

Hilo

The ARC of Hilo

Honolulu

Goodwill Industries of Honolulu, Inc.

Ho'opono Center for the Blind

Lanakila Rehabilitation Center

Network Enterprises, Inc.

Wahiawa

Opportunities for the Retarded, Inc.

Wailuku

Ka Lima O Maui

IDAHO—8

Blackfoot

Dawn Enterprises, Inc.

Caldwell

Western Idaho Training Company

Coeur d'Alene

TESH, Inc.

Eagle

Trace, Inc.

Idaho Falls

Development Workshop, Inc.

Lewiston

Opportunities Unlimited, Inc.

Pocatello

New Day Products, Inc.

Sandpoint

Panhandle Special Needs, Inc.

ILLINOIS—21

Alton

Challenge Unlimited, Inc.

Belleville

St. Clair Associated Vocational Enterprises, Inc.

Carthage

Hancock County Mental Health Center, Inc.

Chicago

Ada S. McKinley Community Services, Inc.

Chicago Association for Retarded Citizens

Community Counseling Centers of Chicago

Jewish Vocational Service and Employment Center

Lester and Rosalie Anixter Center

The Chicago Lighthouse for People Who Are Blind or Visually Impaired

Danville

Rehab Products and Services, Inc.

Great Lakes

GWS, Inc.

Jonesboro

Rehabilitation and Vocational Education Program, Inc.

Lanark

Rolling Hills Progress Center, Inc.

Mt. Vernon

Jefferson County Comprehensive Services, Inc.

Paris

Human Resources Center of Edgar and Clark Counties

Peoria

Community Workshop and Training Center, Inc.

Rock Island

Alliance for the Mentally Ill of Rock Island & Mercer Counties

Association for Retarded Citizens of Rock Island County

Rockford

Omni Business Services, Inc.

Rolling Meadows

Clearbrook Center, Inc.

West Frankfort

Franklin-Williamson Human Services, Inc.

INDIANA—9**Bloomington**

Stone Belt ARC, Inc.

Gary

Tradewinds Rehabilitation Center

Indianapolis

Bosma Industries for the Blind

Crossroads Rehabilitation Center, Inc.

GW Commercial Services, Inc.

New Albany

Rauch Rehabilitation and Developmental Services, Inc.

Paoli

Orange Co. Rehabilitative and Developmental Services Inc.

Rockville

Child-Adult Resource Services, Inc.

Vincennes

Knox County Association for Retarded Citizens, Inc.

IOWA—5**Des Moines**

Goodwill Solutions, Inc.

Iowa City

Goodwill Industries of Southeast Iowa

Newton

Progress Industries

Shenandoah

Nishna Productions, Inc.

Sioux City

Goodwill Community Rehabilitation Services, Inc.

KANSAS—6**Junction City**

Great Plains Enterprises, Inc.

Lawrence

Cottonwood, Inc.

McPherson

Multi Community Diversified Services

Salina

Occupational Center of Central Kansas, Inc.

Wichita

Center Industries Corporation

Envision, Inc.

KENTUCKY—8**Corbin**

Southeastern Kentucky Rehabilitation Industries, Inc.

Danville

Pioneer Vocational/Industrial Services, Inc.

Hopkinsville

Pennyroyal Regional Mental Health-Mental Retardation Board, Inc.

Lexington

Opportunity Workshop of Lexington, Incorporated

Louisville

C.G.M. Services, Inc.

Custom Quality Services, Inc.

New Vision Enterprises, Inc.

Owensboro

Opportunity Center Workshop

LOUISIANA—12

Baton Rouge

Louisiana Industries for the Disabled, Inc.

Berwick

Bayou Industrial Maintenance Services, Inc.

Jena

LaSalle Association for the Developmentally Delayed

Lake Charles

Calcasieu Association for Retarded Citizens

Leesville

Vernon Sheltered Workshop, Inc.

Many

Association of Retarded Citizens of Sabine, Inc.

New Orleans

Goodworks, Inc.

The Lighthouse for the Blind in New Orleans

Shreveport

Louisiana Association for the Blind

North Louisiana Goodwill Industries Rehabilitation Center, Inc.

The Arc of Caddo-Bossier

Slidell

St. Tammany Association for Retarded Children, Inc.

MAINE—5

Auburn

Pathways, Inc.

Augusta

Motivational Services, Inc.

Bar Harbor

DEH Operating Company

Belfast

Group Home Foundation, Inc.

Portland

Northern New England Employment Services

MARYLAND—15**Aberdeen**

ARC of Northern Chesapeake Region

Baltimore

Alliance, Inc.

Baltimore Association for Retarded Citizens, Inc.

Blind Industries & Services of Maryland

Goodwill Industries of the Chesapeake, Inc.

Sinai Hospital of Baltimore-- Vocational Service Program Industries

The Chimes, Inc.

Columbia

Developmental Services Group

Easton

Chesapeake Bay Industries, Inc.

Frederick

Jeanne Bussard Center

Hagerstown

Hagerstown Goodwill Industries, Inc.

Hollywood

The Center for Life Enrichment

Rockville

The Arc of Montgomery County, Inc.

Silver Spring

CHI Centers, Inc.

Upper Marlboro

Melwood Horticultural Training Center

MASSACHUSETTS—13**Boston**

Community Workshops, Inc.

Morgan Memorial Goodwill Industries

Braintree

Consolidated Products and Services, Inc.

Chicopee

FOR Community Services, Inc.

Concord

Minute Man Arc for Human Services, Inc.

Easthampton

Riverside Industries

Hyannis

Nauset, Inc.

Lawrence

American Training, Inc.

Malden

Ferguson Industries for the Blind

North Quincy

Work, Incorporated

Pittsfield

Berkshire County Association for Retarded Citizens, Inc.

Springfield

Goodwill Industries of the Springfield/Hartford Area

Worcester

Seven Hills Occupational & Rehabilitation Services, Inc.

MICHIGAN—16**Alpena**

Northeastern Michigan Rehabilitation and Opportunity Center

Ann Arbor

Washtenaw County Community Mental Health Board

Auburn Hills

New Horizons Rehabilitation Services, Inc.

Battle Creek

Calhoun County Community Mental Health Services

Battle Creek

Navigations, Incorporated

Caro

Tuscola County Community Mental Health Services

Grand Rapids

Hope Network

Holland

Kandu Industries, Inc.

Kalamazoo

Midwest Enterprises for the Blind

MRC Industries, Incorporated

Kingsford

Trico Opportunities, Inc.

Lansing

Peckham Vocational Industries, Inc.

Port Huron

The Arc of St. Clair County

Saginaw

Saginaw Valley Rehabilitation Center, Inc.

Sault Ste. Marie

Northern Transitions, Inc.

Southfield

Jewish Vocational Service and Community Workshop

MINNESOTA—6**Duluth**

Goodwill Industries Vocational Enterprises, Inc.

Minneapolis

AccessAbility, Inc.

Tasks Unlimited, Inc.

Rochester

Ability Building Center, Inc.

St. Paul

MDI Government Services, Inc.

Thief River Falls

Occupational Development Center, Inc.

MISSISSIPPI—8**Gulfport**

MS Goodworks, Inc.

Jackson

Allied Enterprise of Jackson

Mississippi Industries for the Blind

Long Beach

Allied Enterprises of Harrison County

South Mississippi Regional Center

Meridian

Allied Enterprise of Meridian

Ridgeland

Goodwill Industries of Mississippi, Inc.

Vicksburg

Warren County Association for Retarded Citizens, Inc.

MISSOURI—9**Harrisonville**

Casco Area Workshop, Inc.

Independence

Independence and Blue Springs Industries, Inc.

Kansas City

Alphapointe Association for the Blind

The Helping Hand of Goodwill Industries Extended Employment Sheltered Workshop

Marshfield

Web-Co Custom Industries, Inc.

Sedalia

Cooperative Workshops, Inc.

Springfield

Springfield Workshop, Inc.

St Louis

MGI Services Corporation

Lighthouse for the Blind

MONTANA—4**Billings**

Community Option Resource Enterprises, Inc.

Butte

BSW, Inc.

Helena

Helena Industries, Inc.

Missoula

Opportunity Resources, Inc.

NEBRASKA—4**Fremont**

Outlook-Nebraska, Inc.

Lincoln

Goodwill Services, Inc.

Nebraska City

Region V Services

Omaha

Goodwill Specialty Services, Inc.

NEVADA—4**Las Vegas**

ISIGHT

Opportunity Village Association for Retarded Citizens

Positive Access, Inc.

Reno

United Cerebral Palsy of Northern Nevada, Inc.

NEW HAMPSHIRE—2**Keene**

Wyman Way Cooperative, Inc.

Lebanon

West Central Services

NEW JERSEY—8**Augusta**

SCARC, Inc.

Cedar Knolls

Employment Horizons, Inc.

Edison

Edison Sheltered Workshop, Inc.

Hackensack

North Jersey Friendship House, Inc.

Mt. Holly

Occupational Training Center of Burlington County

Orange

The First Occupational Center of New Jersey

Runnemede

BestWork Industries for the Blind

Somerset

New Jersey Association of the Deaf-Blind

NEW MEXICO—6**Albuquerque**

Adelante Development Center, Inc.

RCI, Inc.

Artesia

Door of Opportunity

Clovis
ENMRSH, Inc.

Las Cruces
Tresco, Inc.

Santa Fe
New Mexico Commission for the Blind

NEW YORK—43

Albany
Northeastern Association for the Blind at Albany

Amsterdam
Montgomery County Chapter, NYSARC

Astoria
Goodwill Industries of Greater New York and Northern New Jersey, Inc.

Binghamton
Blind Work Association
Sheltered Workshop for the Disabled, Inc.

Bronx
Federation Employment and Guidance Service

Buffalo
Elizabeth Pierce Olmsted, M.D. Center for the Visually Impaired
Phoenix Frontier, Inc.

Canandaigua
Ontario County Chapter, NYSARC-- Abbey Industries

Canton
St. Lawrence County Chapter, NYSARC

Cortland
J.M. Murray Center, Inc.

Fulton
Oswego Industries, Inc.

Jamestown
Chautauqua County Chapter, NYSARC

Kingston

Gateway Community Industries, Inc.

Malone

Citizen Advocates, Inc.

Menands

The Workshop, Incorporated

Middletown

New Dynamics Corporation

Occupations, Inc.

Montrose

Community Aid For Retarded Children, Inc.

New York

Fedcap Rehabilitation Services, Inc.

The Corporate Source, Inc.

Lighthouse International

New York City Industries for the Blind

Niagara Falls

Niagara County Chapter, NYSARC

Oakdale

Skills Unlimited, Inc.

Olean

Cattaraugus County Chapter, NYSARC

Plattsburgh

Clinton County Chapter, NYSARC-- Champlain Valley Industries

Poughkeepsie

Dutchess County Chapter, NYSARC, Inc.

Rochester

ABVI- Goodwill Industries of Greater Rochester

Continuing Developmental Services, Inc.

Lifetime Assistance, Inc.

Rochester Rehabilitation Center

Sardinia

Suburban Adult Services, Inc.

Schenectady

Schenectady Association for Retarded Citizens
Uncle Sam's House, Inc.

Slingerlands

Albany County Chapter, NYSARC

Syracuse

Aurora of Central New York

Utica

Central Association for the Blind and Visually Impaired
Human Technologies Corporation
The Arc, Oneida-Lewis Chapter-NYSARC, Inc.

Walton

Delaware County Chapter, NYSARC-- Resources for Industry

Waterloo

NYSARC, Inc., Seneca-Cayuga Counties Chapter

Watertown

Jefferson County Chapter, NYSARC

NORTH CAROLINA—17**Boone**

Watauga Opportunities, Inc.

Brevard

Transylvania Vocational Services, Inc.

Charlotte

Lions Services, Inc.
NEViNS, Inc.

Durham

Durham Exchange Club Industries, Inc.
L.C. Industries

Greensboro

Greensboro Industries for the Blind

Greenville

Eastern Carolina Vocational Center, Inc.

Hertford

Skills, Incorporated

Jacksonville

Coastal Enterprises of Jacksonville, Inc.

Kinston

Lions Industries for the Blind

Marble

Industrial Opportunities, Inc

New Bern

CETC Employment Opportunities, Inc.

North Wilkesboro

Wilkes County Vocational Workshop, Inc.

Raleigh

Raleigh Lions Clinic for the Blind

Winston-Salem

Goodwill Industries of Northwest North Carolina, Inc.

Winston-Salem Industries for the Blind

NORTH DAKOTA—5**Bismarck**

Pride, Inc.

Fargo

Vocational Training Center

Jamestown

Alpha Opportunities, Inc.

Minot

Minot Vocational Adjustment Workshop, Inc.

Valley City

Open Door Center

OHIO—18

Akron

Community Support Services, Inc.
Weaver Industries, Inc.

Canton

The Workshops, Inc.

Cincinnati

CRI
Ohio Valley Goodwill Industries Rehabilitation Center, Inc.
Cincinnati Association for the Blind
Clovernook Center for the Blind

Cleveland

VGS, Inc.

Dayton

Eastway Corporation
Goodwill Industries of the Miami Valley

Elyria

Murray Ridge Production Center, Inc.

Mansfield

Richland County Board of MR & DD

Marion

MARCA Industries, Incorporated

Newark

Licking-Knox Goodwill Industries, Inc.

Springfield

Clark County Board of Mental Retardation and Developmental Disabilities

Stryker

Quadco Rehabilitation Center-- Northwest Products Division

Xenia

Greene, Inc.

Youngstown

Youngstown Area Goodwill Industries

OKLAHOMA—10

Anadarko

APEX, Inc.

Edmond

The Meadows Center for Opportunity, Inc.

Lawton

Goodwill Industries of Southwest Oklahoma

Midwest City

Mid-Del Group Home, Inc.

Moore

Work Activity Center, Inc.

Muskogee

Golden Rule Industries of Muskogee, Inc.

Oklahoma City

Oklahoma County Council for Mentally Retarded Citizens, Inc.

Oklahoma Goodwill Industries, Inc.

Oklahoma League for the Blind

Woodward

Oklahoma's Action Rehabilitation Centers, Inc.

OREGON—12

Ashland

Pathway Enterprises

Eugene

Pearl Buck Center, Incorporated

Hermiston

RISE, Inc.

Lebanon

Willamette Valley Rehabilitation Center

Medford

Living Opportunities, Inc.

Portland

Blind Enterprises of Oregon
Portland Habilitation Center, Inc.
St Vincent dePaul Rehabilitation Services of Oregon
The Port City Development Center

Roseburg

Sunrise Enterprises of Roseburg, Inc.

Salem

The Garten Foundation

Warrenton

Clatsop County Development Training Center Association

PENNSYLVANIA—36**Aston**

Elwyn, Inc.

Athens

Penn-York Opportunities, Inc.

Bethlehem

Via of the Lehigh Valley, Inc.

Chester

Delaware County Branch, PAB

Clark Summit

Allied Health Care Services

Coatesville

Chester County Branch, PAB

Erie

Dr. Gertrude A Barber Center

Greensburg

Rehabilitation Center and Workshop, Inc.
Westmoreland County Branch, PAB

Harrisburg

Goodwill Services, Inc.

Indiana

ICW Vocational Services, Inc.
Indiana County Blind Association

Johnstown

Cambria County Association for the Blind and Handicapped
Goodwill Industries of the Conemaugh Valley, Inc.

Lancaster

Susquehanna Association for the Blind and Visually Impaired

Lebanon

Quality Employment Services and Training (QUEST)

Lewistown

Juniata Association for the Blind

Lower Gwynedd

Delta Community Supports, Inc.

Meadow Lands

Arc Human Services, Inc.

Mechanicsburg

Cumberland-Perry Association for Retarded Citizens

New Castle

Lark Enterprises, Inc.

New Kensington

Family Services of Western Pennsylvania

Philadelphia

Horizon House, Inc.

Pittsburgh

ARC, Allegheny County Chapter --Parc-Way Industries
Goodwill Commercial Services, Inc.
Life'sWork of Western PA
Pittsburgh Vision Services
The Easter Seal Society of Western Pennsylvania

Pottsville

United Cerebral Palsy of Schuylkill, Carbon and Northumberland Counties Pennsylvania

Sharon

Mercer County Branch of the Pennsylvania Association for the Blind

Washington

Washington-Greene County Branch, PAB

White Haven

White Haven Center

Wilkes-Barre

United Rehabilitation Services, Inc.

Williamsport

Hope Enterprises, Inc.

North Central Sight Services

York

York County Blind Center

RHODE ISLAND—3**Middletown**

Newport County Chapter of Retarded Citizens

Greater Providence Chapter, Rhode Island Association for Retarded Citizens, Inc.

In-Sight Enterprises

SOUTH CAROLINA—18**Aiken**

The Tri-Development Center of Aiken County, Inc.

Beaufort

Beaufort Vocational Rehabilitation Center

Camden

Camden Vocational Rehabilitation Center

Charleston Heights

Charleston Vocational Rehabilitation Center

Columbia

Columbia Vocational Rehabilitation Center

Conway

Horry Co. Disabilities and Special Needs Board

Easley

Pickens County Board of Disabilities and Special Needs

Florence

Florence County Disabilities and Special Needs Board

Greenville

Greenville County Disabilities and Special Needs Board

North Charleston

Goodwill Industries of Lower South Carolina, Inc.

Orangeburg

Orangeburg County Disabilities and Special Needs Board

Rock Hill

York County Mental Retardation & Developmental Disabilities Board

Seneca

Oconee-Pickens Work Training Center

Spartanburg

The Charles Lea Center for Rehabilitation & Special Ed., Inc.

Summerville

Dorchester County Board of Disabilities and Special Needs

Sumter

Sumter County Disabilities and Special Needs Board, Inc.
The Genesis Center

Walterboro

Walterboro Vocational Rehabilitation Center

SOUTH DAKOTA—6**Aberdeen**

Adjustment Training Center, Inc.

Ellsworth AFB

BH Services, Inc.

Hot Springs

Southern Hills Developmental Services, Inc.

Huron

Huron Area Center for Independence

Pierre

OAHE, Inc.

Sioux Falls

Sioux Vocational Services, Inc.

TENNESSEE—10**Clarksville**

Progressive Directions, Inc.

Cookeville

The Advocacy and Resources Corporation

Johnson City

Dawn of Hope Development Center, Incorporated

Knoxville

Goodwill Industries-Knoxville, Inc.

Knox County Association for Retarded Citizens

Memphis

Memphis Goodwill Industries, Inc.

Shelby Residential and Vocational Services, Inc.

Morristown

Lions Volunteer Blind Industries

Nashville

Ed Lindsey Industries for the Blind

Goodwill Industries of Middle Tennessee, Inc.

TEXAS—35**Abilene**

Abilene Goodwill Industries, Inc.

Austin

Goodwill Industries of Central Texas

Professional Contract Services, Inc.

St. Vincent dePaul Rehabilitation Services of Texas, Inc.

The Travis Association for the Blind

Beaumont

Goodwill Industries of Southeast Texas
Statewide Consolidated Community Development Corporation, Inc.

Conroe

Tri-County Mental Health/Mental Retardation Services

Corpus Christi

Nueces County Mental Health Mental Retardation Community Center
South Texas Lighthouse for the Blind
The RC Foundation

Dallas

Dallas Lighthouse for the Blind
Goodwill Industries of Dallas, Inc.
LifeNet Community Behavioral Healthcare

El Paso

Goodwill Industries of El Paso
National Center for Employment of the Disabled

Fort Worth

Expanco, Inc.
Goodwill Industries of Fort Worth, Inc.
Tarrant County Association for the Blind

Houston

Center for the Retarded, Inc.
The Lighthouse for the Blind of Houston

San Angelo

Concho Resource Center
MHMR Services for the Concho Valley
West Texas Lighthouse for the Blind

San Antonio

Bexar County Mental Health Mental Retardation Center
Development Resources, Inc.
Goodwill Industries of San Antonio
San Antonio Lighthouse
South Texas Housing and Community Development Corp, Inc.
Training, Rehabilitation, & Development Institute, Inc.
World Technical Services, Inc.

Tyler

East Texas Lighthouse for the Blind

Wichita Falls

Beacon Lighthouse
Wichita Falls State Hospital
Work Services Corporation

UTAH—5**Clearfield**

Pioneer Adult Rehab. Center, Davis County School District

Ogden

Enable Industries Incorporated

Salt Lake City

Community Foundation for the Disabled, Inc.
Utah Industries for the Blind

St. George

Washington County Association for Retarded Citizens

VERMONT—1**Colchester**

Champlain Vocational Services, Inc.

VIRIGINA—26**Alexandria**

Service Source

Arlington

Sheltered Occupational Center of Northern Virginia

Bedford

Longwood Industries, Inc.

Charlottesville

Division of Blind & Visually Impaired
WorkSource Enterprises

Chesapeake

Chesapeake Service Systems, Inc.

Fairfax

Federal Disputes Resolution Center

Fredericksburg

Rappahannock Goodwill Industries, Inc.

Hampton

The ARC of the Virginia Peninsula, Inc.

Leesburg

Every Citizen Has Opportunities, Inc.

Lynchburg

Lynchburg Sheltered Industries, Inc.

Manassas

Didlake, Inc.

Norfolk

Goodwill Industries of Tidewater, Inc.

Louise W. Eggleston Center, Inc.

Petersburg

Association for Retarded Citizens, Petersburg Area, Inc.

Portsmouth

Portco, Inc.

Richmond

Goodwill Services, Inc.

Richmond Area Association for Retarded Citizens

Salem

Goodwill Industries of the Valleys, Inc.

Springfield

Mt. Vernon-Lee Enterprises, Inc.

Victoria

Southside Training, Employment and Placement Services, Inc.

Virginia Beach

Community Alternatives, Incorporated

Diversified Industrial Concepts, Inc.

Williamsburg

Colonial Workshop, Inc.

Winchester

Northwestern Workshop, Inc.

Wytheville

Mt. Rogers Comm. Mental Health Mental Retd. Services Board

WASHINGTON—23**Bellingham**

Cascade Christian Services

Lake Whatcom Residential and Treatment Center

Bremerton

Holly Ridge Center

Peninsula Services

Clarkston

Asotin County Board of Commissioners--Developmental Services

Ellensburg

Elmview

Issaquah

At Work!

Kennewick

Columbia Industries

Oak Harbor

New Leaf, Inc.

Olympia

Morningside

Port Angeles

Diversified Resource Center

Port Townsend

Skookum Educational Programs

Republic

Ferry County Community Services

Seattle

Northwest Center for the Retarded
Provail
Seattle Mental Health Institute, Inc.
The Lighthouse for the Blind

Spokane

Career Connections
Pre-Vocational Training Center

Sumner

VADIS Northwest

Vancouver

Vantech Enterprises, N.W.

Walla Walla

Lillie Rice Center, Inc.

Yakima

Yakima Specialties, Inc.

WEST VIRGINIA—13**Buckhannon**

Buckhannon-Upshur Work Adjustment Center, Inc.

Charleston

Goodwill Industries of Kanawha Valley
Shawnee Hills, Inc.

Craigsville

The Sheltered Workshop of Nicholas County, Inc.

Huntington

Goodwill Industries of KYOWVA Area, Inc.
Prestera Center for Mental Health Services, Inc.

Maben

Wyoming County Workshop, Inc.

Nutter Fort

Job Squad, Inc.

Parkersburg

SW Resources, Inc.

Ronceverte

Gateway Industries, Inc.

Star City

PACE Training and Evaluation Center, Inc.

Weirton

Hancock County Sheltered Workshop, Inc.

Wheeling

Russell Nesbitt Services, Inc.

WISCONSIN—8**Eau Claire**

L. E. Phillips Career Development Center, Inc.

Fond du Lac

Brooke Industries, Inc.

Green Bay

Brown County Association for Retarded Citizens, Inc.

La Crosse

ORC Industries, Inc.

Milwaukee

Milwaukee Center for Independence, Inc.

Associated Industries for the Blind

Milwaukee Industries for the Blind

Wiscraft, Inc. Milwaukee

WYOMING—3**Casper**

Northwest Community Action Programs of Wyoming, Inc.

Cheyenne

Goodwill Industries of Wyoming, Inc.

Magic City Enterprises, Inc.